



Fleet and Industrial Supply Center - Norfolk, Virginia

Supply Chest

June 24, 2005

Ready - Resourceful - Responsive!

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David Cass gets OSD award for excellence for RFID work

During a ceremony in Crystal City on June 13, David Cass (FISCN Ocean Terminal Division) was awarded the Office of the Secretary of Defense Award for Excellence. The award was presented by Alan Estevez, the Assistant Deputy Under Secretary of Defense (Supply Chain Integration) on behalf of the Honorable Michael Wynne, Acting Under Secretary of Defense for Acquisition, Technology and Logistics.

Over the course of the past decade, Cass has led several projects to integrate radio frequency identification (RFID) and other automatic identification technology (AIT) enablers into the surface resupply and sustainment supply chain. During his remarks, Estevez made reference to Cass' contributions in this area, and lauded the positive impact he has had on defense logistics.

Most recently, the Fleet and Industrial Supply Center, Norfolk, Virginia has been in the forefront of integrating passive radio frequency identification (pRFID) technology into its Container Freight Station. This project, led by Cass, was one of the Department of Defense's first prototypes to use the technology, and proved the robust nature and utility of the technology in a live transshipment environment. In May 2004, the FISCN Ocean Terminal fully transitioned from all legacy documentation and data capture processes on the transit shed floor to pRFID as the primary transaction of record. This transition broke new ground in the realm of pRFID, making FISCN the first facility, either commercial or military, to fully implement the technology. Recognizing the potential of pRFID, additional implementations of the technology are now under way in many other areas of the Department of Defense, including NAVSUP tests and implementations at the FISCN ATAC Hub and Material Processing Center. The initial Ocean Terminal project and Cass' contributions to that project exemplify FISC Norfolk's use of cutting edge technology, a dedicated workforce, and an unmatched com-



During a ceremony in Crystal City on June 13, FISC Norfolk Ocean Terminal Division's David Cass (second from left) was awarded the Office of the Secretary of Defense Award for Excellence. The award was presented to Cass by Alan Estevez (second from right), the assistant deputy under secretary of defense (supply chain integration) on behalf of The Honorable Michael Wynne, acting under secretary of defense for acquisition, technology and logistics. Also on hand for the ceremony were Capt. Bernard Dunn, OPNAV N41 (left), and FISC Norfolk Ocean Terminal Director Cris Toledo (right).

mitment to customer service; fully living up to the NAVSUP unique value proposition, "Ready. Resourceful. Responsive!"



Capt. John Qua



Capt. Robert Howard

Capt. Qua to relieve Capt. Howard at DDNV change of command

Defense Distribution Depot, Norfolk Commander Capt. Robert Howard will be relieved by Capt. John Qua during a change of command ceremony at 9 a.m. on July 19. The ceremony and reception will be on the grounds north of Dillingham Road across from the Pennsylvania House onboard Naval Station Norfolk. Capt. Qua is currently serving as Chief, Acquisition Division at Defense Logistics Agency Headquarters, providing policy direction and oversight and ensuring the integrity of DLA procurement systems and operations for Defense Supply Centers, Defense National Stockpile, Defense Reutilization and Marketing Service, and the Defense Distribution Centers. Capt. Howard will report to the headquarters of Commander, Naval Air Forces Atlantic as the Supply Officer.

Admirals Quarters ... Continuing the Transformation Journey

As the COMFISCS team continues its transformation journey, there are many different dynamics at play in the environment. With that in mind, let me bring you up to date on a number of initiatives.

We are in the second year of our products and services refinement. Efforts are focused on aligning our personnel under new cost account codes and validating processes using Lean Six Sigma tools. Concurrently, we are continuing to pursue our partnerships tied to the material support integration. Recently, we commenced discussion with Space and Naval Warfare Systems Command and Naval Air Systems Command to identify opportunities for allowing COMFISCS to streamline supply support and contracting functions for these two system commands.

The National Security Personnel System continues to evolve. DoD working groups and labor leaders are consulting while NSPS processes and procedures are being designed and refined. Recently we learned that the implementation date for Spiral 1.2, which includes FISC employees, is tentatively set for spring 2006. We will continue to concentrate on communication and training to ensure a successful NSPS rollout in our supply centers.

We are in the midst of the Base Realignment and Closure Commission review period. This independent body is validating DoD recommendations to more effectively realign and restructure infrastructure. Various BRAC recommendations to realign or close activities may affect FISC operations and may result in various adds and deletes in most of our supply centers within the continental United States.

It is important to remember that the BRAC list is pre-decisional and that nothing is final until the list is forwarded to Congress for approval later in the year. As more information becomes available, our COMFISCS Public Affairs Team will keep you informed.

Looking ahead to the coming months, many challenges and opportunities are on the horizon for our COMFISCS team. While many programs and realignments are taking shape, I ask that you all remain focused on the job at hand and the daily requests for support that come in from our afloat and ashore customers. You are performing superbly! I want to thank you for the dedication you have demonstrated in accomplishing our NAVSUP mission of pro-



Rear Adm. W. A. Kowba, COMFISCS

viding combat capability through logistics.
Keep charging!

A handwritten signature in black ink, which appears to read "W. A. Kowba".

Supply Chest

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Welcome Aboard!



Welcome aboard to SKCS(AW/SW) Wilton Miller, who recently reported aboard to the Logistics Support Center (LSC), where he is the newest Logistics Support Representative (LSR). He reported to FISC Norfolk from USS Harry S. Truman (CVN 75).

Another Welcome Aboard!

FISC Norfolk congratulates MM3 Jessica Knight on the birth of her son, Joseph Lee Knight. He was born on June 1st at 1:26 a.m., and weighed in at 8lbs. 4oz.

NSPS implementation schedule changed

The Department of Defense (DoD) will be working with the Office of Personnel Management (OPM) to adjust the proposed National Security Personnel System (NSPS) regulations based on public comments and the meet and confer process with employee representatives. Although the meet and confer process has not concluded, the schedule adjustments are for planning purposes and are based on projected events. We anticipate publication of the revised regulations in the Federal Register to occur later this summer. Thirty days following publication, implementing NSPS could begin, however, that will not occur until implementing issuances are in place, and training is underway. The implementing issuances process includes continuing collaboration with the unions.

Based on our event driven approach, the Labor Relations System is planned to

be effective for all bargaining unit employees in late FY05. Spiral 1.1, which affects approximately 60,000 employees, will launch early in FY06 but in phases, starting with the Performance Management element of the Human Resources System. The balance of the Human Resources elements (i.e., paybanding staffing flexibilities, etc.) and the Appeals System will go in place in early calendar year 2006 after any General Pay Increases and Within Grade buyouts. The first performance-based payout under NSPS will be in January 2007. Spiral 1.2 will go under all the Human Resources System and the Appeals System in the spring of 2006. A spiral approach will be used to incrementally phase in the rest of the eligible DoD civilian workforce over the subsequent two to three years, upgrading and improving NSPS as it goes forward.



New Mentor program begins

Code 430 Director Cmdr. Harold Valentine addresses the latest group of FISC Norfolk mentors and mentees. This is the third group that has participated in the one-year mentoring program at FISC Norfolk. The mentors and their mentees will meet at least once a month to discuss projects and other enrichment activities that should prove to be mutually beneficial. The mentoring program is just one of the many services offered by the Workforce Development group of Code 306. They offer 186 different training topics, and they will bring the training to your workcenter for a lunch & learn or stand-up meeting. You choose the topic, they provide the speaker. Call George Krakowski at 443-1899 or Debra Monroe-Winston at 443-1054.



FISC Norfolk/DDNV Norfolk Multi-Cultural Picnic June 9, 2005



There was dancing and singing and speakers...

Clockwise (from upper left) FISC Norfolk Commanding Officer Capt. Tim Ross addresses the crowd at the picnic; dancers from the Filipino-American Cultural Center School of Creative and Performing Arts Dance Company in Virginia Beach entertain the audience; Ezra Hill, the "Singing Tuskegee Airman," discusses his book with FISC Norfolk Commanding Officer Capt. Tim Ross; The Filipino-American Cultural Center of Virginia Beach was represented by some younger dancers too.

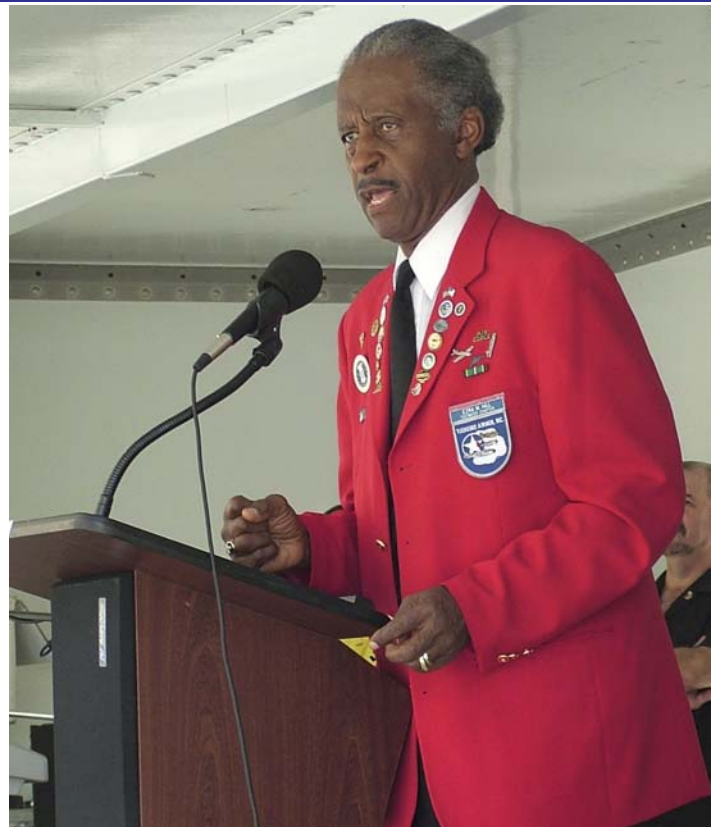


FISC Norfolk/DDNV Norfolk Multi-Cultural Picnic June 9, 2005



... and more dancing and speaking and good food too!

Clockwise (from top) Some of the guests at the picnic had the opportunity to get into the act with the dancers; Ezra Hill, the "Singing Tuskegee Airman," addresses the audience; the DFAS Hawaiian Dancers also entertained guests at the picnic; guests gladly lined-up for the delicious food served-up by "Three Cooks and a Kitchen." The 2005 Multi-Cultural Picnic also included beautiful and informative displays created by FISC Norfolk employees. Code 200 presented an African-American display; Code 300 presented an Asian-Pacific display; Code 401.6 presented a disability and Native American display; Code 430 presented a Hispanic display; and Code 700 and Command staff members presented a women's equality display.



The Supply Chest is published for people like... Emily McLaughlin

Occupation: Contract Specialist

Place of birth: Virginia Beach, VA

I graduated from: Virginia Wesleyan College in Norfolk, VA. I will graduate this June with an MBA from Strayer University.

I entered into civil service because: I wanted to enter the Naval Center for Acquisition Workforce Development (NCAWPD) intern program. It seemed like a good opportunity considering few companies were hiring after the recession of 2001 and after 9/11/01. I began the intern program in July 2002 and will graduate August 2005.

Hobbies: Traveling, working out, scrapbook making

Pet peeve: Too many to list, but hypocrisy ranks up there.

If I could, I would change: My eyesight since I hate wearing glasses or contacts.

If I could do it over, I would: Have seen the statue of David when I was in Florence, Italy. I didn't get a chance to see it when I visited, but I know I will be back to Europe in the near future.

I'd give anything to have met: Donald Trump or Martha Stewart

I've never been able to: Whistle

Last good book read: I'm finishing my MBA so I don't have much time to read, but the last good book I read was Tuesdays with Morrie.

Favorite quote, motto, or phrase: The grass may be greener on the other side, but you still have to mow it.

Favorite singer/group: I don't have a favorite. I like all music.

I wish I could stop: All the violence in this world.

The one thing I like about myself is: I have an open mind and give everyone a chance.

I am most proud of: Everything I have accomplished.

My most embarrassing moment: Too many to list. They're too embarrassing.

Anything else we should have asked that we didn't? I did international contracting at the Pentagon from March 28, 2005 – June 24, 2005. I worked at the Office of the Secretary of Defense (OSD). Some of my duties on the rotational assignment included:

(1) Establish a comprehensive process for the timely resolution of inquiries from the public and Congress.

(2) Assignment as a Defense Procurement Strategies Action Officer for a program or acquisition that is subject to the Office of the Secretary of Defense oversight process.

(3) Assignment as a member of the Defense Procurement Strategies team negotiating a procurement-related agreement with a foreign government.



Emily McLaughlin

I had the opportunity to:

- Interact with senior officials in DoD and throughout the federal government.
- Develop a thorough knowledge of the policy development process and the skills needed to prepare and advocate policy changes.
- Promote different perspectives into senior procurement policy making, while engaging in a career-broadening experience.

Make your appointment now to meet with NAVSUP IG

A Command Assessment of the Fleet and Industrial Supply Center, Norfolk, Va., will be conducted July 12-21. Capt. (Sel) Morris A. Caplan, SC, USN, Inspector General, Naval Supply Systems Command, will be available for open door sessions with FISC Norfolk personnel from Tuesday, July 12 thru Wednesday, July 20.

Discussions will be kept confidential if desired.

Discussions are intended to complement,

rather than replace, traditional channels of communications, and are in no way intended to bypass the chain of command. The Inspector General will not hear EEO and personnel issues that are the subject of ongoing grievances, appeals and union actions.

Employees wishing an appointment with Capt. (Sel) Caplan should contact either Wayne Waddle, Assessment Coordinator, or James Albrecht, Director, Command Assessments, Naval Supply Systems Command at

717-605-7471 (DSN: 430-7471), marvin.waddle@navy.mil, or 717-605-7468 (DSN: 430-7468), james.albrecht@navy.mil, respectively.

FISC Norfolk employees desiring to talk with the Inspector General are encouraged to schedule an appointment as soon as possible. Appointments should be made no later than the close of business Friday, July 8.

Their goal will be to provide you an answer before the Assessment Team departs.

Fitness Forum ... Fitness helps you look, feel, do your best

By SK2 Lorenzo Hill, FISC San Diego

What is fitness? Fitness can be performance or health related. Most of us are familiar with performance-related fitness, which measures such things as agility, balance, power and speed. This topic focuses on health-related fitness, which means having a healthy heart and lungs (cardio-respiratory), good flexibility, muscular strength and endurance and body composition (how much muscle and fat you have).

Health-related fitness helps you feel, look and do your best. It means you have energy throughout the day for work or school, and energy left over to enjoy your leisure time. It does not mean being an athlete or being able to run so fast or jump so high. Being fit means being able to do the things you want to do in life with ease.

To achieve fitness, most experts recommend either moderate activity for 30 minutes a day, 5 days a week or vigorous exercise for 20 minutes a day, 3 times a week or more. Moderate activity is activity equal to a brisk walk and vigorous activity is activity that provides 70 percent or more of your maximum heart rate. The recommendation for young people is to be active one hour a day.

Fitness reduces your risk of dying early and of developing diseases such as high blood pressure, coronary artery disease and diabetes. Fitness also leads to an improved sense of well-being, improved appearance, enhanced social life and increased stamina and strength.

Most experts agree that there are three components of fitness.

- Flexibility is the ability to move joints and use muscles through their full range of motion. Stretching is a flexibility exercise.
- Aerobic fitness conditions your heart and lungs. It increases the amount of oxygen that is delivered to your muscles, which allows them to work longer. Walking is a type of aerobic exercise.



SK2 Lorenzo Hill

• Muscle strengthening includes building more powerful muscles and increasing how long you can use them (endurance). Weight lifting builds stronger muscles and strengthens bones, while push-ups build endurance.

Keep in mind that you may be fairly fit in one area (perhaps aerobic fitness) but just getting started with another (such as flexibility or muscle strengthening).

How do I get started? To become fit, you must be physically active. This can involve participating in sports, structured exercise with others, or exercising on your own. However, physical activity can also come through every day activities, such as washing the car yourself instead of going to a car wash or participating in hobbies that increase activity, such as joining a gardening club or dancing. However, these activities have to be done on a regular basis to gain fitness.

PKI certification now required to update your IDP

The IDP application is now only accessible through the NAVSUP portal. Use www.navsup.navy.mil to access the portal. This is the single access for both the public and secure site. The IDP application is accessible by clicking the 'Tools & Applications' link off the NAVSUP Public Portal Gold Bar and then selecting the 'NAVSUP Applications' link. Access to the applications page requires DoD PKI authentication and site registration.

The applications page will appear and you should choose the Individual Development Plan (IDP) to access the application.

After selecting the application, the IDP Login page will appear as usual. At this point you will continue to the application as you have in the past.

Users are reminded that to access the MyNAVSUP web site, you need a PKI certificate (residing on your Common Access

Card (CAC)), and you must register the certificate in the NAVSUP directory. Also, your CAC must be initialized in order to continue.

To initialize your CAC, locate the Common Access Card Setup Guide icon on your desktop. Double click on the icon and print the instructions. Follow steps A thru J under CAC Initialization. If you don't have the Common Access Card Setup Guide icon on your desktop, you can either contact the NMCI Help Desk for assistance, or follow the procedures in this guide. Click on this URL to print the instructions <http://training/elements/userinfo/downloads/userinfo/CAC.pdf>.

If you encounter CAC problems, such as the CAC is not current, absence of certificates, forgotten pin, or the card has locked because of three failed logon attempts, you will need to get the CAC reset at your local issuing facility (i.e., CAC trailer).

If you encounter an error message dur-

ing initialization of your CAC, continue with the steps to see if it successfully completes. If it does not, repeat the steps again; this usually fixes it and successfully imports the three certificates to the browser.

Any other problems encountered initializing the CAC should be referred to the NMCI Help Desk at 1-866-843-6624. If you have not registered your certificate on the site, go to www.navsup.navy.mil/portal/page?_pageid=47726705&_dad=ps&_schema=PSSTAR then click on the NAVSUP Applications Access Info link to get the instructions on registering the PKI certificate. Presuming you have a PKI certificate on your CAC, pick up the instructions at paragraph 2.

The INFOSEC Staff is available to assist you. Your POCs are Sylvia Cuffee and Corlis Dunston. They can be reached at (757) 443-1503 or DSN 646. The NMCI Help Desk is available to assist you on 1-866-843-6624.

Bravo Zulu



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates Cmdr. Barry Dowell after presenting him with the Meritorious Service Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates Lt. Marvin Jackson after presenting him with the Navy/Marine Corps Achievement Medal.



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates PC2(SW) Walter Desenberg after presenting his Fleet Reserve certificate at his retirement.



Charles (Rick) Clark, of Code 501 (NNSY) is the FISC Norfolk's Norfolk Supervisor of the Quarter.



The FISC Norfolk Work Team of the Quarter is the Global Distance Support Center, Code 432. Surrounding their supervisor, Sharon McPherson (seated) are (left to right) Cathy Vercher, Nettie Simmons, William Gaitley, Debbie Hayes, Belinda Benn, James Mabry, Brenda Bledsoe, Tawanna Jackson, Shirann Harris, and Arlene Blount.



Leigh Tollinger, Code 433, is the FISC Norfolk General Schedule Employee of the Quarter.



Isaac Mervin, Code 502, is the FISC Norfolk Wage Grade Employee of the Quarter.



Navy Regional Mail Center Director David Wiggs congratulates Kenneth Craig for his 35 years of government service.

Bravo Zulu